

THE SUPERIOR COURT OF CALIFORNIA, COUNTY OF KERN GROUP HEALTH PLAN AMENDMENT #1

This amendment is attached to and made a part of the The Superior Court of California, County of Kern Employee Health Care Plan. Amendment #1 is effective **November 1, 2008**, and reflects the following changes:

- Amend the Plan's Eligible Classes of Dependents to allow benefits for Dependent children between the ages of 19 and 25 who are unable to attend school on a full time basis if the Dependent child submits a physician's certification that states the dependent is suffering from a serious injury or illness and is therefore unable to attend classes full-time.
- Amend the Plan's "When Employee Coverage Terminates" section to change the termination of employee coverage from the day the covered Employee ceases to be in one of the eligible classes to the end of the last pay period in which the covered Employee ceases to be in one of the eligible classes.

ELIGIBILITY, FUNDING, EFFECTIVE DATE AND TERMINATION PROVISIONS

ELIGIBILITY

REPLACED:

Eligible Classes of Dependents. A Dependent is any one of the following persons:

- (1) A covered Employee's Spouse and unmarried children from birth to the limiting age of 19 years. The Dependent children must be primarily dependent upon the covered Employee for support and maintenance. However, a Dependent child will continue to be covered after age 19, provided the child is a full-time student at an accredited school, primarily dependent upon the covered Employee for support and maintenance, is unmarried and under the limiting age of 25. When the child reaches the relevant limiting age, coverage will end on the child's birthday. If the child does not maintain full-time student status or graduates, coverage terminates independent of limiting age.

WITH:

Eligible Classes of Dependents. A Dependent is any one of the following persons:

- (1) A covered Employee's Spouse and unmarried children from birth to the limiting age of 19 years. The Dependent children must be primarily dependent upon the covered Employee for support and maintenance. However, a Dependent child will continue to be covered after age 19, provided the child is a full-time student at an accredited school, primarily dependent upon the covered Employee for support and maintenance, is unmarried and under the limiting age of 25. When the child reaches the relevant limiting age, coverage will end on the child's birthday. If the child does not maintain full-time student status or graduates, and fails to provide a physician's certification that the dependent is suffering from a serious injury or illness and is therefore unable to attend classes full-time, coverage terminates independent of limiting age.

TERMINATION OF COVERAGE

REPLACED:

- (3) The day the covered Employee ceases to be in one of the Eligible Classes. This includes death or termination of Active Employment of the covered Employee. (See the section entitled Continuation Coverage Rights under COBRA.) It also includes an Employee on disability, leave of absence or other leave of absence, unless the Plan specifically provides for continuation during these periods.

WITH:

- (3) The end of the last pay period in which the covered Employee ceases to be in one of the Eligible Classes. This includes death or termination of Active Employment of the covered Employee. (See the section entitled Continuation Coverage Rights under COBRA.) It also includes an Employee on disability, leave of absence or other leave of absence, unless the Plan specifically provides for continuation during these periods.

It is agreed that these changes shall be an amendment to the The Superior Court of California, County of Kern Employee Health Care Plan, and shall become a part of the Plan, but shall not otherwise vary, alter or extend the terms of the Plan.